



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA101- MANAGEMENT AND ORGANISATIONAL BEHAVIOUR

I YEAR /I SEMESTER

Unit 1- INTRODUCTION TO MANAGEMENT PRINCIPLES

Topic -4:Principles of Management



Principles of Management

- ◀ Henry Fayol, also known as the ‘father of modern management theory’ gave a new perception of the concept of management.
- ◀ He introduced a general theory that can be applied to all levels of management and every department.
- ◀ The Fayol theory is practised by the managers to organize and regulate the internal activities of an organization.
- ◀ He concentrated on accomplishing managerial efficiency.



Principles of Management

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Principles of Management



- ◀ D-DIVISION OF WORK
 - ◀ A-AUTHORITY & RESPONSIBILITY
 - ◀ D-DISCIPLINE
 - ◀ U- UNITY OF COMMAND
 - ◀ C-CENTRALIZATION & DE-CENTRALIZATION
 - ◀ U-UNITY OF DIRECTION
 - ◀ S-SCALAR CHAIN
 - ◀ S-STABILITY OF EMPLOYEES
 - ◀ R-REMUNIRATION OF EMPLOYEES
 - ◀ O-ORDER
 - ◀ I-INITIATIVE
 - ◀ S-SUB-ORDINATION OF INDIVIDUAL INTEREST TO GENERAL INTEREST
 - ◀ E-EQUITY
- ◀ E-ESPRIT DE CORPS



Principles of Management

- ◀ Division of work
 - ◀ Total work should be divided into parts
 - ◀ Eg: A manager allocates or divides the work to different persons based on their expertise
 - ◀ Each work will be given to an expert in that work and it will lead to specialization
 - ◀ Helps in less wastage
 - ◀ Reduce the risk of work not done



Principles of Management

- ◀ Authority and Responsibility
 - ◀ Authority-Power to take decision
 - ◀ Responsibility-Oligiation to complete
 - ◀ Authority comes from
 - ◀ Official
 - ◀ Personal

Now Authority with out responsibility results in irresponsible behavior
Responsibility without authority makes people in efficient
Both must go hand in hand





Principles of Management

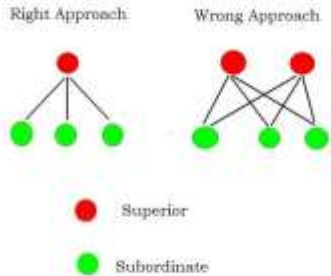
◀ Discipline

- ◀ Means Obedience, Respect, Behaviour shown by the employee
- ◀ It has 2 types
 - ◀ Self Improved- Comes from within Individual
 - ◀ Command- Comes from some authority expressed by rules and regulations
 - ◀ All the people in an org should be discipline



Principles of Management

- ◀ Unity of Command
 - ◀ Means That a person should get orders/ command/Instruction from only one person or superior
 - ◀ An individual cannot serve 2 bosses at a same time





Principles of Management

◀ Unity of direction





Principles of Management

- ◀ Sub ordination of individual interest to general interest





Principles of Management

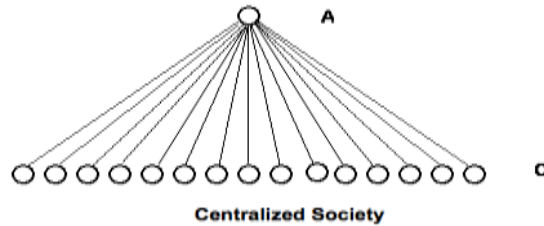
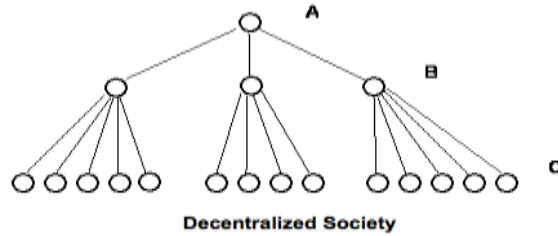
◀ Remuneration

- ◀ Very important
- ◀ Should be fair, reasonable and satisfactory
- ◀ Dissatisfaction will lead to employee turnover



Principles of Management

Centralization and De-centralization





Principles of Management

- ◀ **Scalar chain**

- ◀ **Scalar chain** is a chain of all supervisors from the top management to the person working in the lowest rank.
- ◀ A clear line of communication is very important for any organisation to achieve its objectives.
- ◀ The communication has to flow in an order for it to be effective.
- ◀ <https://www.youtube.com/watch?v=JGMbIf09G54>



Principles of Management

◀ Order

- ◀ Relates to arrange of things and people
- ◀ Right place for everything
- ◀ Everything in right place

Equity

It is a combination of justice and kindness

Behaviour liked by all

Brings loyalty to everyone



Principles of Management

- ◀ **Stability of tenure**
- ◀ **Initiative**
- ◀ **Esprit de corps**
 - ◀ This principle states that union is strength.
 - ◀ It refers to team spirit, i.e. harmony in the work group and mutual understanding among the workers.
 - ◀ A group of workers working collectively in harmony and with mutual cooperation leads to the achievement of goals efficiently.



THANK YOU